



Non-Public School Conference
March 3, 2011

Teacher and Principal Evaluation

- What we know
- What we think
- What we don't know
- What we believe



Teacher and Principal Evaluation

- Teacher Evaluation Advisory Committee (TEAC) will build a new teacher and principal evaluation framework to be adopted by the State Board of Education
- Requires annual evaluation of all teachers and principals and that personnel decisions be based in part on evaluations, including:
 - Promotion
 - Retention
 - Tenure
 - Compensation



Teacher and Principal Evaluation

- 50% based on student achievement data:
 - 35% TVAAS where available, 15% other objective measures
- Other criteria include:
 - Review of prior evaluations
 - Personal conferences re: strengths, weaknesses and remediation
 - For teachers, classroom or position observation followed by written assessment
 - For principals, additional criteria pursuant to their employment contract
- To inform tenure-granting decisions, removes prohibition on using teacher effect data until data from three academic years is obtained
- Authorizes teacher effect data to be shared with approved teacher preparation programs if the data does not personally identify particular teachers



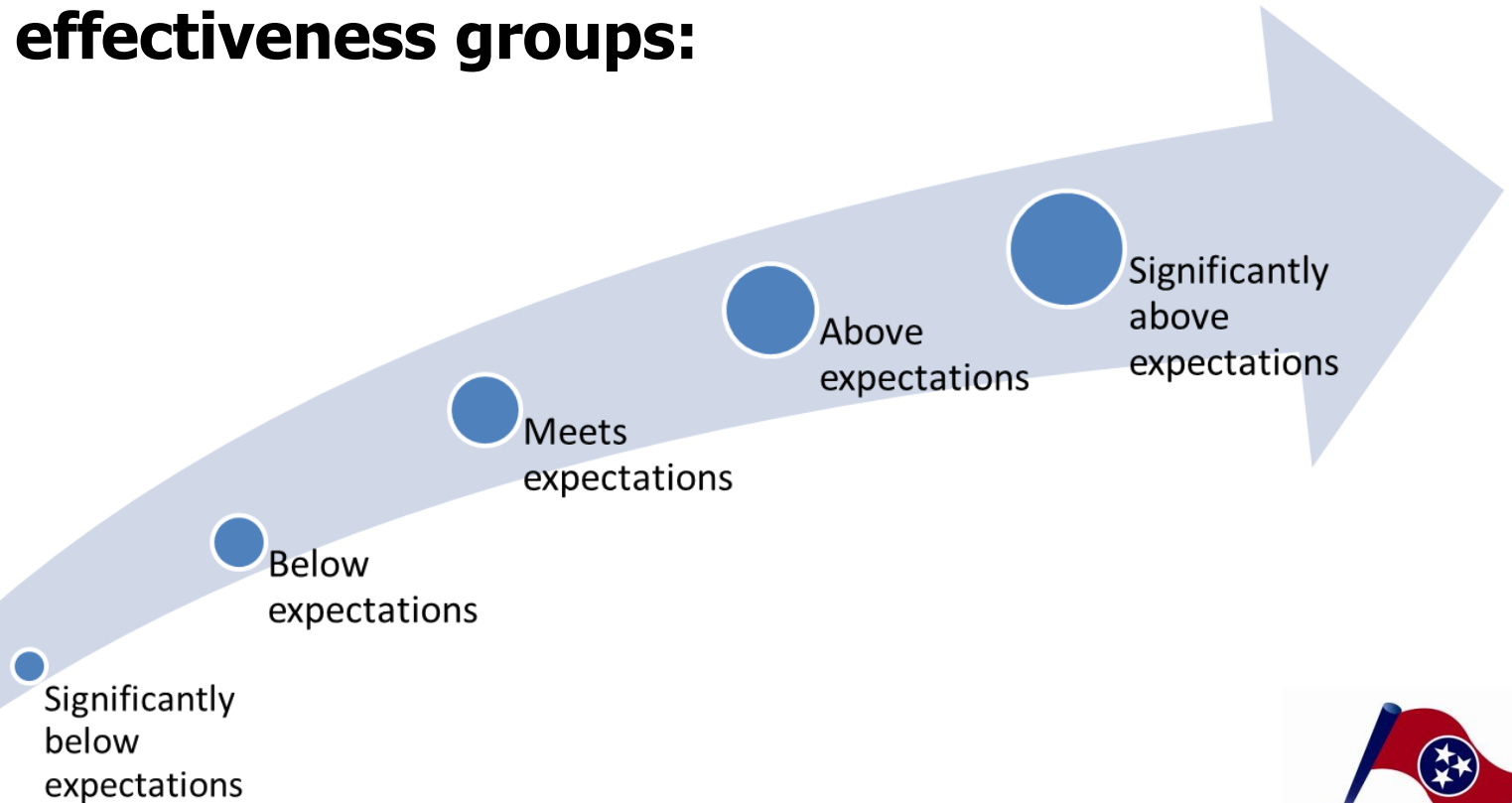
Teacher and Principal Evaluation

- TEAC Policy Recommendations
 - Part 1: Overarching Perspectives on Educator Evaluation
 - Part 2: Criteria for the Evaluations
 - Part 3: Guidelines for the Evaluations
 - Part 4: Putting it All Together

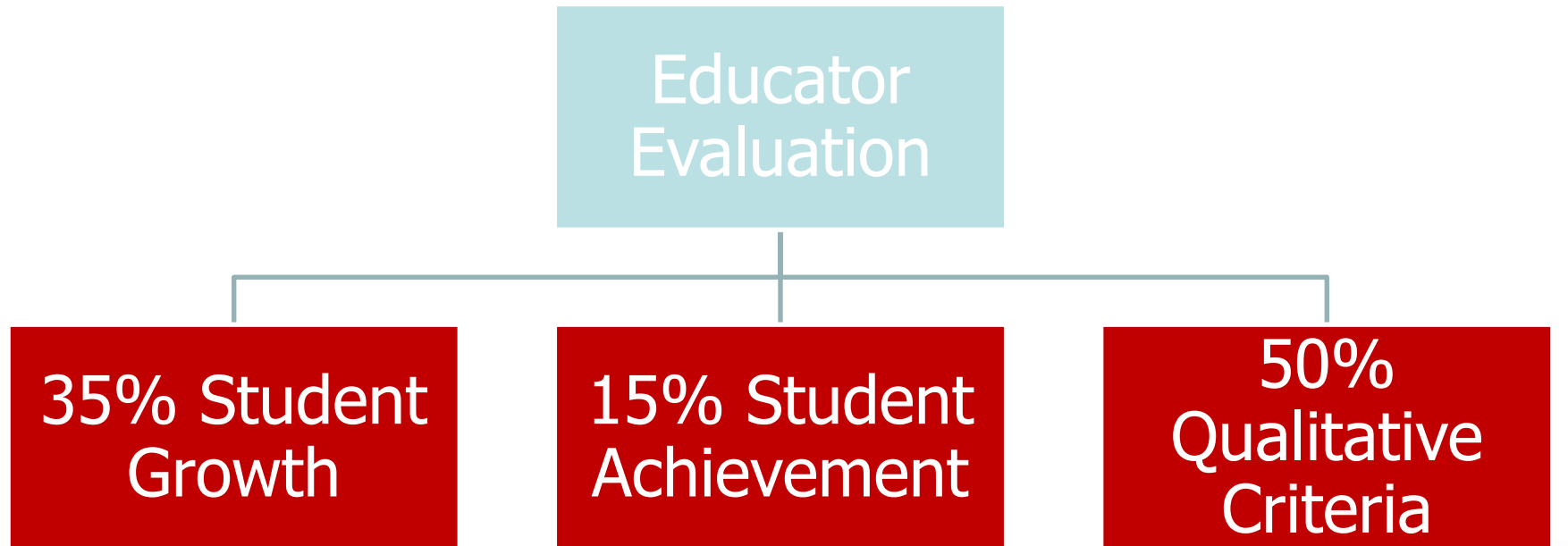


Part 1: Overarching Perspectives on Evaluation

- Evaluations will differentiate teachers and principals into **five effectiveness groups**:



Part 2: Criteria for Evaluations



Part 3: Guidelines for Evaluations

Educator Category	35% Student Growth	15% Student Achievement	50% Other Mandatory Criteria (Minimums)
Teachers with TVAAS	Individual TVAAS score	Menu of options; top 3 quintiles may use TVAAS score	Multiple sources; 4 observations, 2/semester, 60 minutes annually; at least half unannounced
Teachers without TVAAS	School value-added; menu of options/ develop new measures	Menu of options	
Special Groups			
Librarians			
Apprentice Teachers	Individual TVAAS scores for those within 2 years; school value-added; menu of options	Menu of options	Multiple sources; 6 observations, 3/semester, 90 minutes annually
Principals, Assistant Principals	School value-added	Menu of options; top 3 quintiles may use TVAAS score	Multiple sources; 2 onsite observations; qualitative appraisal based on TILS, review of teacher evaluation quality; surveys

Part 3: Guidelines for Evaluations

15% student achievement menu of options includes:

- Graduation rate
- Percent proficient on TCAP assessments
- Percent proficient on state-approved district assessments
- Other measures adopted by the State Board of Education



Part 3: Guidelines for Evaluations

Multiple sources for other 50% criteria:

- Observations
- Surveys (principals and assistant principals only)
- Review of prior evaluations
- Conferences

Evaluators will use a predetermined qualitative appraisal instrument to determine ratings.



Part 3: Guidelines for Evaluations

- Qualitative appraisal instruments must address the following domains:
 - Planning
 - Environment
 - Professionalism
 - Instruction
- Principals and assistant principals evaluated using a qualitative appraisal instrument based on the Tennessee Instructional Leadership Standards (TILS) and approved by the DOE



Part 3: Guidelines for Evaluations

- DOE to provide user-friendly, manageable forms to document observations and personal conferences
- Feedback from observation visits:
 - Detailed feedback, highlighting areas of strength and areas for development
 - Written feedback within a week
 - In-person debrief scheduled within a week



Part 4: Putting It All Together

- For the 50 percent achievement and 50 percent other components, educators will receive 5-point ratings based on a system developed by the Department of Education.
- A second system developed by the DOE will help the evaluators combine the student growth and teacher practice components into a single rating.

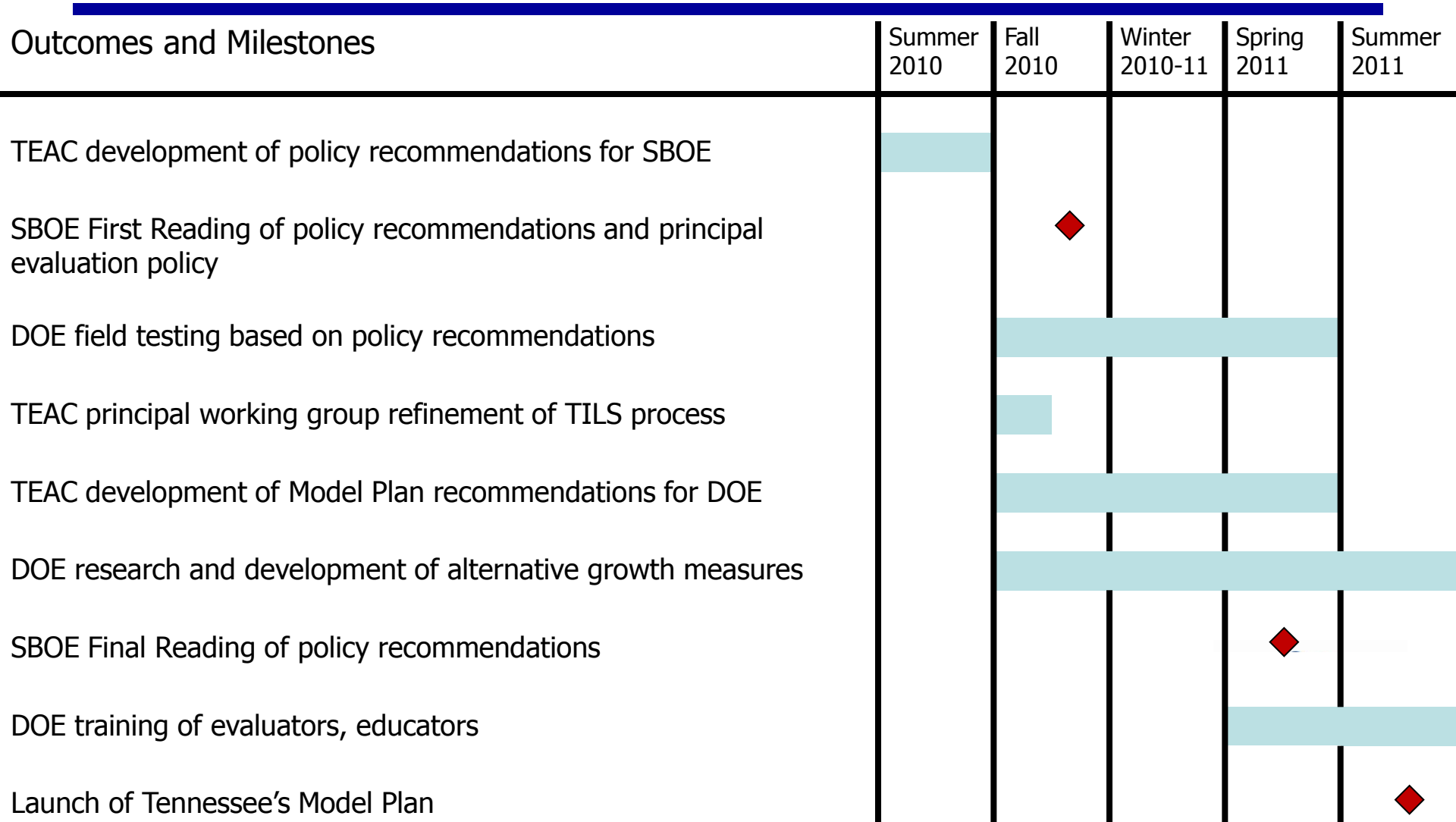


Grievance Procedures

- Voted on at November 4th TEAC meeting
- Will be heard on State Board call in November



Evaluation Development Timeline





**For more information visit
<http://www.tn.gov/firsttothetop/>**